

Versione **INGLESE**



La Consigliera  
di parità provinciale



PROVINCIA  
DI TORINO



i  
nostri  
auguri  
tra  
opportunità  
e diritti!

dalle consigliere di parità della provincia di torino  
Via Maria Vittoria 12 - Torino - Tel. 011.8612771

## UFFICIO CONSIGLIERE DI PARITÀ

Via Maria Vittoria, 12 - Torino

Tel. 011 8612771

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Sito internet: [www.consiglieraparitatorino.it](http://www.consiglieraparitatorino.it)

### Centri per l'impiego della Provincia di Torino

*Questo testo è stato realizzato grazie a:*

*Laura Cima e Ivana Melli*

*Le Consigliere di Parità della Provincia di Torino.*

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*Chinzica Soldano - Inglese*

*Haznedadari Yllka - Albanese*

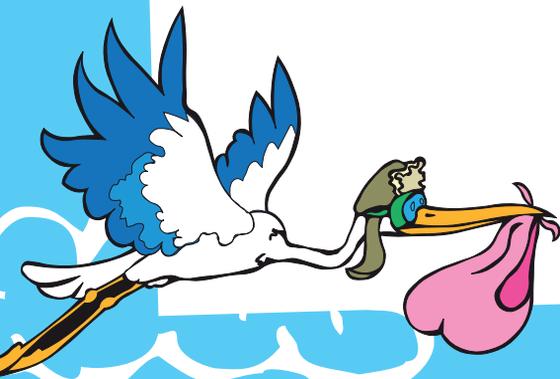
*Les cultures Onlus*

*Mustafà Abdel Wahed - Arabo*

*Sandy Machal - Francese*

*Flor Vidaurre e Esther Correa - Spagnolo*

*Costanda Ripca - Rumeno*



**"Each child is a new being, a potential prophet, a new spiritual prince, a new spark of light...."**

*R.D. Laing*

Cara mamma, caro papà

It's a big pleasure for us to take part in your joy for your child's arrival and together with this small booklet we give you our most cordial congratulations.

We think that this brochure can be very useful because it contains main opportunities for a mother after childbirth, until the 8th year of age.

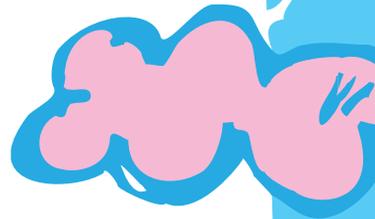
We would like you to appreciate the several opportunities that the job dispositions offer to you (Testo Unico 151/2001), all resumed in this overview.

We hope you will appreciate this work that let you understand your child during his growing process and let you conciliate and organise your new life times and your job.

In order to know more, you can contact the addresses quoted in the last page.

Even more congratulations and remind we are at your disposal.

*Consigliera di Parità della Provincia di Torino*





## **MATERNITY LEAVE**

After your childbirth it is a right for you to stay at home from the job for a period that is called in Italy "Congedo per maternità".

This period lasts either 2 months before and 3 months after or 1 month before and 4 after the arrival.

If your baby is a preemie you can stay at home after the birth the same number of days that you haven't benefit before because of the premature childbirth.

**ATTENTION:** remind to show your employer the birth certificate or an equal paper during 30 days after the childbirth. You will be paid for the 80% part of your salary (in many contracts you will be paid for the whole salary). Absences are considered as length of service, also for the position in tredicesima and for holidays.

In addition to maternity leave you can ask for holidays or permissions.

**For workers in "mobilità"** maternity leave is not calculated during the permanence on the list, while the unemployment benefit will be paid for the maximum time expected.

You won't be deleted from the list if you refuse job offers during the leave.

**If you have been dismissed** because of company cease operation or because of expiration of a contract, you will take maternity leave anyway.

**If you are a "caregiver"** or a cleaning lady, you will have maternity leave, but to obtain the benefit you have to have either 6 months of weekly payments to Inps during the previous year or an year of payments to Inps during the previous 2 years.

**If you are a freelancer** you can use your maternity leave and ask Agenzia dell'entrate for the benefit (that changes according as your activity) (for more information ask your insurance agency).

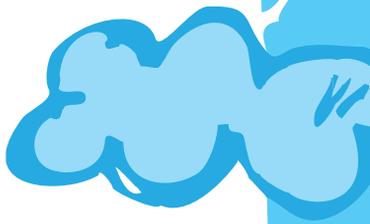




**If you are a business(wo) man** you can have maternity leave but you have to request it to inps.

**If you have a fixed-term contract** (of employment) you can use maternity leave for 180 days and it has to be paid to you a benefit (if only you have paid "contributi" to "gestione separata dell'inps").

**In case of adoption or fosterage** (speaking of italian children up to 6 years old and of every age foreign children) you can ask for maternity leave.



## **PARENTAL LEAVE**

If you are a subordinate worker you can ask for congedo parentale. Congedo parentale is an optional absence from job that can be taken only for familiar reason.

Both mother and father can take congedo parentale during the same time.

You can ask for congedo familiare until your baby is 8 years old.

With congedo parentale you can afford up to 6 months off. Very important is that the period could not only be taken all together, but also in divided times.

If you are an only parent, your congedo parentale lasts up to 10 months.

You have to inform your employer at least 15 days before the congedo parentale beginning.

About permit, until your child is 3 years old, you will be paid by INPS for the 30% your salary.

When your child will be older you won't be paid at all except if your income is 2,5 times less than the minimum pension (more information to Inps).

Congedo parentale will be counted for the length of service.

If you are a free-lancer and your child is born after 01/01/2000 you can get congedo parentale (that will be paid) up to 3 months only if your child is younger than 1 year old.

## **DAYS OFF**

During your child first year you can use days off.

- if your working hours is more than 6 hours you can take 2 hours off.
- If your working hours is less than 6 hours you can take just an hour (if your child attends Asilo nido you can afford only 30 minutes).
- If you have had a multiple childbirth, your hours off will be doubled and these hours can be used also by the father.
- In case of adoption or fosterage you have same rights of natural parents.
- Days off are considered working hours (so it has to be given meal tickets).
- Days off are considered as working days so Inps will pay the full benefit.



## **ABSENCES IN CASE OF CHILD'S SICKNESS**

If your child, younger than 8, is sick you or your partner can take a specific leave.

You can have permits also if your partner can't use them.

**Until your child is 3 years old:** You can absent yourself from work for the whole period of your child illness.

In case of adoption or fosterage the age limit is up to your child's 6th year.

**From your child' 3 to 8 years old:** you have a 5 days maximum absence for the whole year.

In case of adoption and fosterage.

If you welcome a child from 6 to 12 years old permits for child's illness can be taken up to 3 years after the welcome.

You have to give medical certificate (to) your employer.

For this kind of time of there is no fiscal inspection.

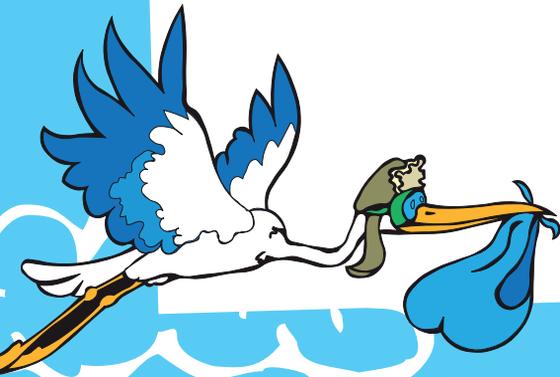
In case of your child hospitalisation during your holidays it's your right to stop them.

There is no benefit, but these kind of leaves are used for the length of service (not for holidays counting).

About trattamento previdenziale:

If your child is up to 3 years old you will collect "contribuzione figurative".

If your child is between 3 to 8 you will have "contribuzione figurative ridotta".



### **If your child is handicapped**

(with L. 104, 92 standard) permits, provided by the same law, can be accumulated to "congedo parentale" and to "congedo per malattia".

### **If your child is up to 3 years**

old there is an extension of congedo parentale for a maximum of 3 years, only if your child is not in a provided centre for the whole day.

You can have 2 hours off (daily).

In case of congedo parentale extension the benefit coincides with the 30% of salary.

About days off and monthly leave, salary can not change.

About previdenza the payments to Inps are figurative.



## **RIGHTS**

### **Job preservation: Duties, role and office**

Coming back by maternity leave it's your right to be in the same office/or also in an other but in the same "comune" and it is your right to continue to work there until your child is 1 year old.

It is your right to have the same duties that you had before the childbirth.

### **Discharge**

You can't be laid off from the beginning of pregnancy (also if you haven't still informed your employer) up to your child first year.

Instead you could be laid off:

- in case of your damage to the company
- in case of your company stops activities
- in case of your employment contract ending
- if you have failed your attention (but there can't be discrimination for the pregnancy).

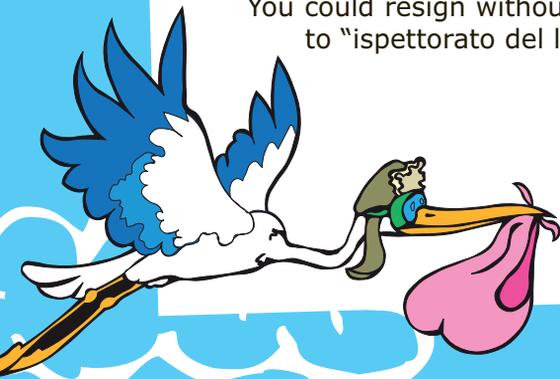
You can't be put in "mobilità".

You can't be laid off because of congedo parentale or an absence for your child's illness.

### **Resignations**

If you give voluntary resignations when your child is up to 1 year old you will have 100% discharge bene fit.

You could resign without warning but you have to give them to "ispettorato del lavoro".



## **No night job**

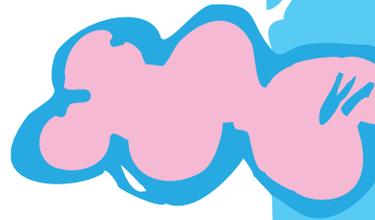
When your child is younger than 1 year old, you have not to work from 24 to 6h and you can refuse to work during the night until your child is 3 years old.

If you are the only parent, you can refuse to work during the night until your child will be 12.

If you take charge of an handicapped person you can always refuse to work during the night.

## **Payment in advance**

During congedo parentale (when you have a low benefits) you can ask for being paid in advance because of house purchase or medical expense.





## **MORE INFORMATION...**

You can ask for part-time (L 53/200) to accommodate life and job. Your company isn't obliged to give you a part-time job, but if you will not obtain it, we could try to talk with your company.

There are a lot of benefits for companies that introduce accommodating life and job projects (eg L 53/200, Fse)

If your company would start an accommodating project we could help them with all the information.

### **If you haven't a stay permit**

you will have free medical treatment both during the pregnancy and during the childbirth in a public hospital.

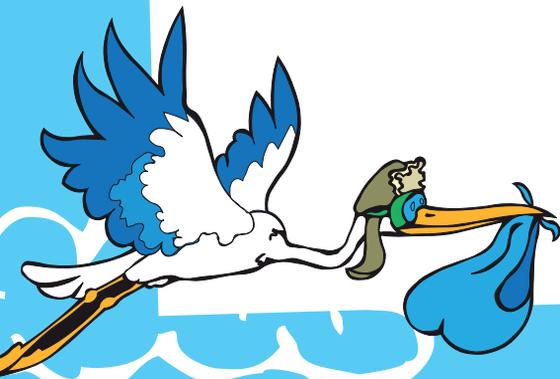
For this service you can ask for some information to Asl or to servizi sociali or to consultorio.

You will also obtain a stay permit for cure mediche up to 6 months after the childbirth.

Also to your partner it will be given this stay permit but only if you live together.

### **If you can't keep your baby**

you can give birth in hospital in anonymity and your child will be adopted.





## ***Per saperne di più:***

sulle norme a favore della Maternità/Paternità e dei congedi parentali puoi rivolgerti:

To find out more about laws concerning maternity, paternity and parental leave please contact:

Afin d'en savoir plus sur les lois en faveur de la maternité et de la paternité et sur les congés parentaux vous pouvez vous adresser:

والاجازات الوالدية للمزید من الم عملومات حول قوانین الامومة والابوة ،  
بالمكان مراجعة:

Pentru mai multe informatii privind normele si concediile de maternitate/paternitate va puteti adresa la:

Para obtener mayor información sobre las normas a favor de la Maternidad/Paternidad y de los permisos parentales puede dirigirse a:

### ***Ufficio Consigliere di Parità***

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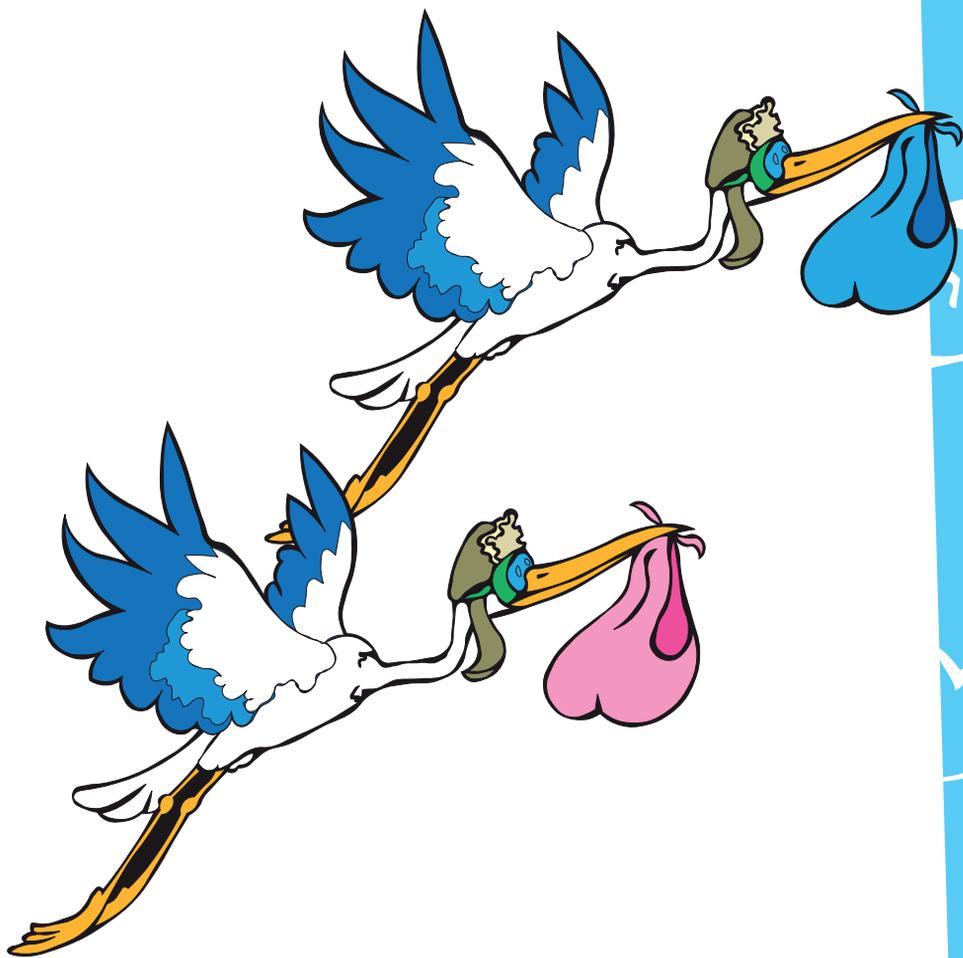
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Centri per l'Impiego della Provincia di Torino

Le **Referenti di Parità** operative presso i **Centri per l'Impiego della Provincia di Torino**.

È preferibile contattarle telefonicamente per informazioni e/o prenotazioni.

- Direzione Provinciale del Lavoro - Servizi Ispettivi  
Via Arcivescovado, 9 - Torino.
- OO.SS - Organizzazioni sindacali presenti direttamente nell'azienda o sul territorio provinciale.



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